

2022 Prenatal-to-3 State Policy Roadmap

Methods and Sources

Effective Policies

PAID FAMILY LEAVE

What is paid family leave and why is it important?

All references for this section are provided in the Notes and Sources section at the bottom of each webpage. Additionally, search the [Prenatal-to-3 Policy Clearinghouse](#) for an ongoing inventory of rigorous evidence reviews, including more information on paid family leave programs.

What impact does paid family leave have?

The following studies meet standards of strong causal evidence to demonstrate the impacts of paid family leave for the health and wellbeing of young children and their families:

- A. Bailey, M., Byker, T., Patel, E., & Ramnath, S. (2019). *The long-term effects of California's 2004 paid family leave act on women's careers: Evidence from US tax data* (No. w26416). National Bureau of Economic Research. <https://www.nber.org/papers/w26416.pdf>
- B. Baum, C., & Ruhm, C. (2016). The effects of paid leave in California on labor market outcomes. *Journal of Policy Analysis and Management*, 35(2), 333–356. <https://onlinelibrary.wiley.com/doi/epdf/10.1002/pam.21894>
- C. Bullinger, L. R. (2019). The effect of paid family leave on infant and parental health in the United States. *Journal of Health Economics*, 66, 101–116. <https://doi.org/10.1016/j.jhealeco.2019.05.006>
- D. Byker, T. S. (2016). Paid parental leave laws in the United States: Does short-duration leave affect women's labor-force attachment? *American Economic Review*, 106(2), 242–246. <https://www.aeaweb.org/articles?id=10.1257/aer.p20161118>
- E. Choudhury, A.R. & Polachek, S.W. (2019). *The impact of paid family leave on the timing of infant vaccinations* (No. 12483). IZA Institute of Labor Economics. <https://www.iza.org/publications/dp/12483/the-impact-of-paid-family-leave-on-the-timing-of-infant-vaccinations>
- F. Das, T. & Polachek, S. W. (2015). Unanticipated effects of California's paid family leave program. *Contemporary Economic Policy*, 33(4), 619–635. <https://doi.org/10.1111/coep.12102>
- G. Hamad, R., Mordrek, S. & White, J. S. (2019). Paid family leave effects on breastfeeding: A quasi-experimental study of US policies. *American Journal of Public Health*, 109(1), 164–166. <https://doi.org/10.2105/AJPH.2018.304693>

- H. Huang, R. & Yang, M. (2015). Paid maternity leave and breastfeeding practice before and after California's implementation of the nation's first paid family leave program. *Economics and Human Biology*, 16, 45–59. <https://doi.org/10.1016/j.ehb.2013.12.009>
- I. Klevens, J., Luo, F., Xu, L., Peterson, C., & Latzman, N. E. (2016). Paid family leave's effect on hospital admissions for pediatric abusive head trauma. *Journal of the International Society for Child and Adolescent Injury Prevention*, 22(6), 442–445. <http://dx.doi.org/10.1136/injuryprev-2015-041702>
- J. Lichtman-Sadot, S., & Bell, N. P. (2017). Child health in elementary school following California's paid family leave program. *Journal of Policy Analysis and Management*, 36, 790–827. <https://doi.org/10.1002/pam.22012>
- K. Pac, J., Bartel, A., Ruhm, C., & Waldfogel, J. (2019). *Paid family leave and breastfeeding: Evidence from California* (No. w25784). National Bureau of Economic Research. <https://www.nber.org/papers/w25784>
- L. Pihl, A. & Basso, G. (2018). Did California paid family leave impact infant health? *Journal of Policy Analysis and Management*, 38(1), 155–180. <https://doi.org/10.1002/pam.22101>
- M. Stanczyk, A. B. (2019). Does paid family leave improve household economic security following a birth? Evidence from California. *Social Service Review*, 93(2), 262–304. <https://doi.org/10.1086/703138>
- N. Rossin-Slater, M., Ruhm, C., & Waldfogel, J. (2013). The effects of California's paid family leave program on mothers' leave-taking and subsequent labor market outcomes. *Journal of Policy Analysis and Management*, 32(2), 224–245. <https://doi.org/10.1002/pam.21676>
- O. Bana, S., Bedard, K., & Rossin-Slater, M. (2020). The impacts of paid family leave benefits: Regression kink evidence from California administrative data. *Journal of Policy Analysis and Management*, 39(4), 888–929. <https://doi.org/10.1002/pam.22242>
- P. Lee, B., Modrek, S., White, J., Batra, A., Collin, D., & Hamad, R. (2020). The effect of California's paid family leave policy on parent health: A quasi-experimental study. *Social Science & Medicine*, 251, 1–8. <https://doi.org/10.1016/j.socscimed.2020.112915>
- Q. Jones, K., & Wilcher, B. (2019). *Reducing maternal labor market detachment: A role for paid family leave*. American University Working Paper. <https://ideas.repec.org/p/amu/wpaper/2019-07.html>
- R. Bartel, A. P., Rossin-Slater, M., Ruhm, C. J., Stearns, J., & Waldfogel, J. (2018). Paid family leave, fathers' leave-taking and leave-sharing in dual earner households. *Journal of Policy Analysis and Management*, 37(1), 10–37. <https://doi.org/10.1002/pam.22030>
- S. Montoya-Williams, D., Passarella, M., & Lorch, S. (2020). The impact of paid family leave in the United States on birth outcomes and mortality in the first year of life. *Health Services Research*, 1-8. <https://doi.org/10.1111/1475-6773.13288>
- T. Doran, E., Bartel, A., Ruhm, C., & Waldfogel, J. (2020). California's paid family leave law improves maternal psychological health. *Social Science & Medicine*, 256, 1-8. <https://doi.org/10.1016/j.socscimed.2020.113003>
- U. Choudhury, A. (2020). Long term impact of California's paid family leave policy on breastfeeding. *The Empirical Economics Letters*, 19(1), 43-53. https://www.researchgate.net/publication/341767260_Long_Term_Impact_of_California's_Paid_Family_Leave_Policy_on_Breastfeeding
- V. Kang, J. (2020). The effect of paid maternity leave on low-income families' welfare use in the US. *Social Policy Administration*, 1-19. <https://doi.org/10.1111/spol.12618>

- W. Goodman, J., Elser, H., & Dow, W. (2020). Among low-income women in San Francisco, low awareness of paid parental leave benefits inhibits take-up. *Health Affairs*, 39(7), 1157-1165. <https://doi.org/10.1377/hlthaff.2020.00157>
- X. Rodgers, L. (2020). The impact of paid family leave on household savings. *Labor Economics*, 67, 1-13. <https://doi.org/10.1016/j.labeco.2020.101921>
- Y. Lenhart, O. (2021). The effects of paid family leave on food insecurity – evidence from California. *Review of the Economics of the Household*. <https://doi.org/10.1007/s11150-020-09537-4>
- Z. Steenland, M., Short, S., Galarraga, O. (2021). Association between Rhode Island’s paid family leave policy and postpartum care use. *Obstetrics & Gynecology* [Online ahead of print]. <https://doi.org/10.1097/aog.0000000000004303>
- AA. Kang, J. Y., Lee, A., Kwon, E., & Park, S. (2021). The Effects of California Paid Family Leave on Labor Force Participation Among Low-Income Mothers One Year after Childbirth. *Cambridge University Press* <http://doi.10.1017/S0047279421000246>
- BB. Irish, A., White, J., Modrek, S., & Hamad, R. (2021). Paid Family Leave and Mental Health in the US: A Quasi-Experimental Study of State Policies. *American Journal of Preventive Medicine*. <https://doi.org/10.1016/j.amepre.2021.03.018>
- CC. Schenck, S. (2021). Assessing the Employment Effects of California’s Paid Family Leave Program. *Eastern Economic Journal* 47:406-429. <https://doi.org/10.1057/s41302-021-00193-9>
- DD. Stock, W. & Inglis, M. (2021). The longer-term labor market impacts of paid parental leave. *Growth and Change: A Journal of Urban and Regional Policy*, Volume 2, Issue 2. <https://doi.org/10.1111/grow.12486>

What progress have states made in the last year to adopt and fully implement paid family leave? How do states compare to one another in making progress to full and equitable implementation of a paid family leave program of a minimum of 6 weeks?

To assess progress in adopting and fully implementing a statewide paid family leave program of a minimum of 6 weeks, we have developed a ranking methodology that gives states credit for

- Implementing a statewide paid family leave program, or a more limited program for state employees;
- The number of weeks of benefits provided in the paid family leave program; and
- Covering all employees in the statewide paid family leave program.

These state actions are assigned a ranking on a scale of 1 to 6, according to the schema on the following page.

Progress assessment methodology: Has a state adopted and fully implemented a paid family leave program of a minimum of 6 weeks?

Progress		Detail
Yes	6	Yes, and the state extends these benefits to all employees (i.e., public, private, domestic, and self-employed workers).
	5	Yes, the state has adopted and fully implemented a paid family leave program that provides at least 6 weeks of benefits.
No	4	No, but the state has enacted a paid family leave program that will provide at least 6 weeks of benefits once fully implemented.
	3	No, but the state has a paid family leave program that provides fewer than 6 weeks of benefits or is for eligible state employees only.
	2	No, the state has not adopted a paid family leave program.
	1	No, and the state has limited the approaches available to adopt a paid family leave program (e.g., enacted legislation to prevent localities from implementing their own programs).

State statutes, state administrative code, state websites, and other relevant government agency documents were used as sources to evaluate states' progress toward adopting and fully implementing a paid family leave program of a minimum of 6 weeks. The sources and detailed methodology used to assess a state's current paid family leave program can be found in the next section (measure 1). All other sources used to assess states' progress can be found below.

We also performed an electronic search using Quorum State between July 1, 2021 and October 1, 2022 to assess legislative progress pertaining to paid family leave. The main search strategy used combinations of keywords (Paid family leave OR Maternity Leave Program OR Maternity Leave OR Parental Leave OR Paid WITHIN 5 of Parental Leave OR Paid parental leave OR Family and medical leave OR Paid family medical leave). Research staff conducted searches, analyzed results for relevant state legislation, and summarized the progress states made toward adopting and fully implementing a paid family leave program with at least 6 weeks of available benefits. Research staff also analyzed results for relevant state legislation and summarized actions states have taken to adopt and implement paid family leave programs for state employees and/or paid family leave programs with fewer than 6 weeks of available benefits.

This section also contains the sources for the information presented in the individual state Roadmaps.

Sources:

State	Source
All States	<ol style="list-style-type: none"> 1. The Policy Surveillance Program. (2021, November 1). <i>State preemption laws</i>. Retrieved on September 15, 2022, from https://lawatlas.org/datasets/preemption-project 2. Economic Policy Institute. (2019, August). <i>Workers' rights preemption in the U.S.</i> Retrieved on September 15, 2022, from https://www.epi.org/preemption-map/

State	Source
Alabama	<ol style="list-style-type: none"> 1. Ala. Code § 11-80-16 (2014). 2. S.B. 31, 2022 Leg., Reg. Sess., (Ala. 2022).
Alaska	(no additional sources).
Arizona	<ol style="list-style-type: none"> 1. S.B. 1644, 55th Leg., 2nd Reg. Sess., (Ariz, 2022). 2. S.B. 1173, 55th Leg., 2nd Reg. Sess., (Ariz, 2022). 3. H.B. 2767, 55th Leg., 2nd Reg. Sess., (Ariz, 2022). 4. H.B. 2499, 55th Leg., 2nd Reg. Sess., (Ariz, 2022). 5. H.B. 2648, 55th Leg., 2nd Reg. Sess., (Ariz, 2022).
Arkansas	<ol style="list-style-type: none"> 1. Ark. Code § 11-4-222 (2017). 2. Uniform Attendance and Leave Policy Act, Ark. Code Ann. § 21-4-203 (2017).
California	<ol style="list-style-type: none"> 1. S.B. 951, 2021-2022 Reg. Sess., (Cal. 2022). 2. S.B. 1058, 2021-2022 Reg. Sess., (Cal. 2022). 3. A.B. 1041, 2021-2022 Reg. Sess., (Cal. 2022). 4. A.B. 2464, 2021-2022 Reg. Sess., (Cal. 2022).
Colorado	<ol style="list-style-type: none"> 1. S.B. 22-184, 73rd Leg., 2nd Reg. Sess., (Co. 2022). 2. H.B. 22-1133, 73rd Leg., 2nd Reg. Sess., (Co. 2022).
Connecticut	(no additional sources).
Delaware	<ol style="list-style-type: none"> 1. Del. Code tit. 14, § 5120 (2018). 2. S.S. 2, 2021-2022 Leg., Reg. Sess., (Del. 2022).
District of Columbia	<ol style="list-style-type: none"> 1. B24-0714, 24th Council, (D.C. 2022). 2. B24-0615, 24th Council, (D.C. 2022). 3. Austermuhle, M. (2017). <i>City official: D.C.'s paid family leave program may face delays cost more than planned</i>. Retrieved on August 1, 2021, from https://wamu.org/story/17/10/10/city-official-d-c-s-paid-family-leave-program-may-face-delays-cost-planned/
Florida	<ol style="list-style-type: none"> 1. Fla. Stat. § 218.077 (2015). 2. S.B. 627, 2022 Leg., Reg. Sess., (Fla. 2022). 3. S.B. 688, 2022 Leg., Reg. Sess., (Fla. 2022).
Georgia	<ol style="list-style-type: none"> 1. Ga. Code Ann. § 34-4-3.1 (2022). 2. Ga. Code Ann. § 45-20-17 (2021). 3. S.B. 55, 2021-2022 Leg., Reg. Sess., (Del. 2022). 4. H.B. 1517, 2021-2022 Leg., Reg. Sess., (Del. 2022).
Hawaii	<ol style="list-style-type: none"> 1. S.B. 3316, 31st Leg., Reg. Sess., (Haw. 2022). 2. S.B. 2312, 31st Leg., Reg. Sess., (Haw. 2022). 3. H.B. 2407, 31st Leg., Reg. Sess., (Haw. 2022). 4. H.B. 1506, 31st Leg., Reg. Sess., (Haw. 2022).
Idaho	<ol style="list-style-type: none"> 1. Idaho Exec. Order No. 2020-03 (Jan. 22, 2020). 2. H. 447, 66th Leg., Reg. Sess., (Idaho 2022).
Illinois	<ol style="list-style-type: none"> 1. Ill. Admin. Code tit. 80 § 303.130 (2019). 2. H.B. 5029, 102nd Leg., Reg. Sess., (Ill. 2022). 3. H.B. 5594, 102nd Leg., Reg. Sess., (Ill. 2022). 4. H.B. 616, 102nd Leg., Reg. Sess., (Ill. 2022). 5. H.B. 2625, 102nd Leg., Reg. Sess., (Ill. 2022).

State	Source
Indiana	<ol style="list-style-type: none"> 1. Ind. Exec. Order No. 17-31 (Dec. 11, 2017). 2. Ind. Code § 22-2-16-3 (2016). 3. H.B. 1162, 123rd Leg., Reg. Sess., (Ind. 2022).
Iowa	<ol style="list-style-type: none"> 1. Iowa Code § 364.3 (2021). 2. S.F. 137, 89th Leg., Reg. Sess., (Iowa 2022). 3. H.F. 2285, 89th Leg., Reg. Sess., (Iowa 2022).
Kansas	<ol style="list-style-type: none"> 1. Kan. Stat. Ann. § 12-16,130 (2016). 2. Ks. Exec. Order No. 18-19 (Nov. 21, 2018).
Kentucky	<ol style="list-style-type: none"> 1. Ky. Rev. Stat. Ann. § 65.016 (2017). 2. H.B. 427, 2022 Leg., Reg. Sess., (Ky 2022). 3. H.B. 468, 2022 Leg., Reg. Sess., (Ky 2022). 4. H.B. 424, 2022 Leg., Reg. Sess., (Ky 2022).
Louisiana	<ol style="list-style-type: none"> 1. H.B. 592, 2022 Leg., Reg. Sess., (La. 2022). 2. H.B. 1003, 2022 Leg., Reg. Sess., (La. 2022). 3. H.B. 945, 2022 Leg., Reg. Sess., (La. 2022). 4. H.B. 995, 2022 Leg., Reg. Sess., (La. 2022).
Maine	<ol style="list-style-type: none"> 1. L.D. 1559, 130th Leg., 1st Reg. Sess., (Me. 2021). 2. Maine State Legislature. (n.d.). <i>Commission to develop a paid family and medical leave benefits program</i>. Retrieved on October 1, 2022 from https://legislature.maine.gov/commission-to-develop-a-paid-family-and-medical-leave-benefits-program
Maryland	<ol style="list-style-type: none"> 1. S.B. 275, 2022 Leg., Reg. Sess., (Md. 2022).
Massachusetts	<ol style="list-style-type: none"> 1. S. 1160, 192nd Leg., Reg. Sess., (Mass. 2022). 2. H. 4612, 192nd Leg., Reg. Sess., (Mass. 2022). 3. H. 1947, 192nd Leg., Reg. Sess., (Mass. 2022). 4. H. 4376, 192nd Leg., Reg. Sess., (Mass. 2022). 5. H. 4375, 192nd Leg., Reg. Sess., (Mass. 2022). 6. H.D. 4186, 192nd Leg., Reg. Sess., (Mass. 2022).
Michigan	<ol style="list-style-type: none"> 1. Mich. Comp. Laws § 123.1388 (2015). 2. Mich. Comp. Laws § 123.1391 (2015). 3. S.B. 658, 2022 Leg., Reg. Sess., (Mich. 2022). 4. H.B. 5350, 2022 Leg., Reg. Sess., (Mich. 2022).
Minnesota	<ol style="list-style-type: none"> 1. S.F. 1205, 92nd Leg., Reg. Sess., (Minn. 2022). 2. H.F. 1200, 92nd Leg., Reg. Sess., (Minn. 2022).
Mississippi	<ol style="list-style-type: none"> 1. Miss. Code Ann. § 17-1-51 (2013). 2. S.B. 5350, 2022 Leg., Reg. Sess., (Miss. 2022). 3. S.B. 658, 2022 Leg., Reg. Sess., (Miss. 2022).
Missouri	<ol style="list-style-type: none"> 1. Mo. Rev. Stat. § 290.528 (2017). 2. Mo. Exec. Order No. 17-09. (Mar. 13, 2017). 3. S.B. 729, 101st Leg., 2nd Reg. Sess., (Mo. 2022). 4. H.B. 2222, 101st Leg., 2nd Reg. Sess., (Mo. 2022). 5. H.B. 2822, 101st Leg., 2nd Reg. Sess., (Mo. 2022). 6. H.B. 2337, 101st Leg., 2nd Reg. Sess., (Mo. 2022).
Montana	<ol style="list-style-type: none"> 1. Mont. Code Ann. § 7-1-4203 (2021).

State	Source
Nebraska	<ol style="list-style-type: none"> 1. L.B. 290, 107th Leg., Reg. Sess., (Neb. 2022). 2. L.B. 459, 107th Leg., Reg. Sess., (Neb. 2022).
Nevada	(no additional sources).
New Hampshire	<ol style="list-style-type: none"> 1. RSA 21-I: 96. (2020). 2. H.B. 1165, 2022 Leg., Reg. Sess., (N.H. 2022). 3. H.B. 1582, 2022 Leg., Reg. Sess., (N.H. 2022).
New Jersey	<ol style="list-style-type: none"> 1. S. 303, 2022-2023 Leg., Reg. Sess., (N.J. 2022). 2. S. 2298, 2022-2023 Leg., Reg. Sess., (N.J. 2022). 3. A. 3373, 2022-2023 Leg., Reg. Sess., (N.J. 2022).
New Mexico	<ol style="list-style-type: none"> 1. N.M. Exec. Order No. 2019-036 (Dec. 31, 2019). 2. S.B. 1, 56th Leg., Reg. Sess., (N.M. 2022). 3. New Mexico Department of Workforce Solutions. (2022). Paid family and medical leave. Retrieved on October 1, 2022 from https://www.dws.state.nm.us/PFML
New York	<ol style="list-style-type: none"> 1. S. 9167A, 2021-2022 Leg., Reg. Sess., (N.Y. 2022). 2. A. 10224A, 2021-2022 Leg., Reg. Sess., (N.Y. 2022).
North Carolina	<ol style="list-style-type: none"> 1. N.C. Exec. Order No. 95 (May 23, 2019). 2. S. 564, 2021-2022 Leg., Reg. Sess., (N.C. 2022). 3. H. 597, 2021-2022 Leg., Reg. Sess., (N.C. 2022). 4. H. 1136, 2021-2022 Leg., Reg. Sess., (N.C. 2022).
North Dakota	<ol style="list-style-type: none"> 1. H.B. 1398, 67th Leg., Reg. Sess., (N.D. 2021).
Ohio	<ol style="list-style-type: none"> 1. Ohio Rev. Code § 4113.85 (2016). 2. Ohio Rev. Code § 124.136 (2021).
Oklahoma	<ol style="list-style-type: none"> 1. S.B. 426, 2022 Leg., Reg. Sess., (Okla. 2022). 2. H.B. 2456, 2022 Leg., Reg. Sess., (Okla. 2022). 3. H.B. 1615, 2022 Leg., Reg. Sess., (Okla. 2022).
Oregon	<ol style="list-style-type: none"> 1. H.B. 3398, 81st Leg., Reg. Sess., (Or. 2021). 2. H.B. 2474, 81st Leg., Reg. Sess., (Or. 2021).
Pennsylvania	<ol style="list-style-type: none"> 1. S.B. 580, 2021-2022 Leg., Reg. Sess., (Pa. 2022). 2. S.B. 746, 2021-2022 Leg., Reg. Sess., (Pa. 2022). 3. H.B. 788, 2021-2022 Leg., Reg. Sess., (Pa. 2022). 4. H.B. 1200, 2021-2022 Leg., Reg. Sess., (Pa. 2022).
Rhode Island	<ol style="list-style-type: none"> 1. S.B. 2245, 2022 Leg., Reg. Sess., (R.I. 2022). 2. H.B. 7551, 2022 Leg., Reg. Sess., (R.I. 2022).
South Carolina	<ol style="list-style-type: none"> 1. S.C. Code Ann. § 41-1-25 (2017). 2. S.B. 0011, 124th Leg., Reg. Sess., (S.C. 2022).
South Dakota	<ol style="list-style-type: none"> 1. State of South Dakota. (2018). <i>Paid family leave FAQ</i>. Retrieved on October 1, 2022 from https://bhr.sd.gov/policies-forms/paidfamilyleave/index.html
Tennessee	<ol style="list-style-type: none"> 1. Tenn. Code Ann. § 7-51-1802 (2017). 2. S.B. 672, 2022 Leg., Reg. Sess., (Tenn. 2022). 3. H.B. 1295, 2022 Leg., Reg. Sess., (Tenn. 2022).
Texas	(no additional sources).
Utah	<ol style="list-style-type: none"> 1. Utah Code Ann. § 10-8-84.5 (2012). 2. Utah Code Ann. § 63A-17-511 (2022).

State	Source
	3. S.B. 100, 2022 Leg., Reg. Sess., (Utah 2022).
Vermont	1. S. 65, 2021-2022 Leg., Reg. Sess., (Vt. 2022). 2. H. 134, 2021-2022 Leg., Reg. Sess., (Vt. 2022).
Virginia	1. Va. Exec. Order No. 12 (June 25, 2018). 2. S.B. 1, 2022 Leg., Reg. Sess., (Va. 2022).
Washington	(no additional sources).
West Virginia	1. S.B. 491, 85th Leg., 2nd Reg. Sess., (W.Va. 2022). 2. H.B. 3123, 85th Leg., 2nd Reg. Sess., (W.Va. 2022). 3. H.B. 4434, 85th Leg., 2nd Reg. Sess., (W.Va. 2022). 4. H.B. 4776, 85th Leg., 2nd Reg. Sess., (W.Va. 2022). 5. H.B. 4637, 85th Leg., 2nd Reg. Sess., (W.Va. 2022).
Wisconsin	1. Wis. Stat. § 103.10 (1m) (2011). 2. S.B. 1080, 2021-2022 Leg., Reg. Sess., (Wis. 2022). 3. A.B. 1149, 2021-2022 Leg., Reg. Sess., (Wis. 2022).
Wyoming	(no additional sources).

How does paid family leave vary across states?

Data were collected for one measure to assess how states vary in their paid family leave policies. The datasets, calculations, and sources referenced for each state are listed below. This section also contains the sources for the information presented in the individual state Roadmaps.

Measure 1: State paid family leave policies

Definition:

Data is displayed for a variety of aspects of existing state paid family leave policies, including

1. Employees who benefit from the policy,
2. Implementation timeline,
3. Current maximum number of weeks of benefit,
4. Current maximum dollar value of weekly benefit,
5. Current benefit as a percentage of wages, and
6. Funding and administration mechanisms.

Notes:

Data and sources are only displayed for states who have implemented a statewide paid family leave policy.

Sources:

State	Source
All States	1. A Better Balance. (2022, October 1). <i>Comparative chart of paid family and medical leave laws in the United States</i> . Retrieved on October 1, 2022 from https://www.abetterbalance.org/resources/paid-family-leave-laws-chart/

State	Source
California	<ol style="list-style-type: none"> 1. Cal. Unemp. Ins. Code § 2601 et seq. (2015). 2. California Employment Development Department. (2022). <i>California paid family leave</i>. Retrieved on September 15, 2022 from https://edd.ca.gov/disability/paid-family-leave/ 3. California Employment Development Department. (2022). <i>Employer eligibility and benefits FAQs</i>. Retrieved on September 15, 2022 from https://edd.ca.gov/en/disability/faqs-employers-eligibility-benefits#:~:text=No.,through%20mandatory%20employee%20payroll%20contributions.
Colorado	<ol style="list-style-type: none"> 1. Colo. Rev. Stat. § 8-13.3-501 et seq (2020).
Connecticut	<ol style="list-style-type: none"> 1. (2019) Conn. Acts No. 19-25 (Reg. Sess.). 2. Connecticut Paid Leave. (2022). <i>About the paid leave authority</i>. Retrieved on September 15, 2022 from https://ctpaidleave.org/s/about-us?language=en_US
District of Columbia	<ol style="list-style-type: none"> 1. Paid Leave Compensation Act of 2017. D.C. Code § 32-541.01 et seq. (2017). 2. Washington D.C. Department of Employment Services. (2022). <i>DC paid family leave</i>. Retrieved on September 15, 2022 from https://does.dc.gov/page/dc-paid-family-leave
Massachusetts	<ol style="list-style-type: none"> 1. Mass. Gen. Laws Ch. 23, §1-25. 2. Massachusetts Department of Family and Medical Leave. (2022). <i>Paid family and medical leave in Massachusetts</i>. Retrieved on September 15, 2022 from https://www.mass.gov/topics/paid-family-and-medical-leave-in-massachusetts https://www.mass.gov/topics/paid-family-and-medical-leave-in-massachusetts 3. Massachusetts Department of Family and Medical Leave. (2022). <i>Paid family and medical leave (PFML) overview and benefits</i>. Retrieved on September 15, 2022 from https://www.mass.gov/info-details/paid-family-and-medical-leave-pfml-overview-and-benefits
New Jersey	<ol style="list-style-type: none"> 1. N.J. Stat. Ann. § 43:21-25 et seq. (2020). 2. New Jersey Department of Labor and Workforce Development Division of Temporary Disability and Family Leave Insurance. (2022). <i>Family leave insurance</i>. Retrieved on October 1, 2022 from https://nj.gov/labor/myleavebenefits/worker/fli/
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